

Senate File 282 - Introduced

SENATE FILE 282

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A BILL FOR

1 An Act relating to payment of state employees for overtime
2 work.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 70A.1, subsection 1, Code 2023, is
2 amended to read as follows:

3 1. a. Salaries specifically provided for in an
4 appropriation Act of the general assembly shall be in lieu of
5 existing statutory salaries, for the positions provided for in
6 the Act, and all salaries, including longevity where applicable
7 by express provision in the Code, shall be paid according to
8 the provisions of **chapter 91A** and shall be in full compensation
9 of all services, including any service on committees, boards,
10 commissions or similar duty for Iowa government, except for
11 members of the general assembly. A state employee on an annual
12 salary shall not be paid for a pay period an amount which
13 exceeds the employee's annual salary transposed into a rate
14 applicable to the pay period by dividing the annual salary by
15 the number of pay periods in the fiscal year.

16 b. Salaries for state employees covered by the overtime
17 payment provisions of the federal Fair Labor Standards Act
18 shall be established on an hourly basis. For purposes of
19 calculating overtime payment for such employees, all of the
20 following shall be counted as hours worked:

21 (1) Paid sick leave when used before forty hours in pay
22 status are accumulated or if prescheduled at least sixteen
23 hours in advance.

24 (2) Paid leave for court appearances, voting, jury duty,
25 travel between job sites, and holidays, including unscheduled
26 holidays.

27 (3) Paid annual leave or compensatory leave.

28 (4) Other paid time off.

29

EXPLANATION

30 The inclusion of this explanation does not constitute agreement with
31 the explanation's substance by the members of the general assembly.

32 This bill provides that specified forms of paid leave shall
33 be counted as hours worked for purposes of calculating overtime
34 payment for state employees covered by the overtime payment
35 provisions of the federal Fair Labor Standards Act.